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44/2

USAREC

Feb. 1991

Recruiter Journal



USAREC FY 90 Awards

Recruiter Speak

**ACASP**

Army Civilian Acquired Skills Proram

ACF

Army College Fund

AFQT

Armed Forces Qualification Test

AGR

Army Guard/Reserve

ARADS

Army Recruiting & Accession Data System

ARC

Army Recruiter Course

ASVAB

Armed Services Vocational Aptitude Battery

BLT

Battalion Leadership Team

BRC

Business Reply Card

CAST

Computerized Adaptive Screening Test

CLT

Company Leadership Team

COI

Center of Influence

DEP

Delayed Entry Program

GFA

High School Diploma Graduate Female, Test Category I-IIIA

GFB

High School Diploma Graduate Female, Test Category IIIB

GMA

High School Diploma Grad Male, Test Category I-IIIA

GMB

High School Diploma Grad Male, Test Category IIIB

GSA

Grad Senior, Test Category I-IIIA

GSB

Grad Senior, Test Category IIIB

HBA

Health Benefits Advisor

HMA

Non-Grad Male, TC I-IIIA, with GED or 15 semester hours of college

HRAP

Hometown Recruiter Assistance Program

IADT

Initial Active Duty Training (Reserve)

IRR

Individual Ready Reserve

JOIN

Joint Optical Information Network

LP

Limited Production (formerly Multi-Man)

LRL

Lead Refinement List

LRP

Loan Repayment Program

MEPS

Military Entrance and Processing Station

OCAR

Office of the Chief, Army Reserve

PMS

Production Management System

PII

Personal Presentation Item

PSA

Public Service Announcement

QNE

Qualified, Not Enlisted

REA

Recruiter Expense Allowance

RPI

Recruiter Publicity Item

RSID

Recruiting Station Identification Number

RSM

Recruit Ship Month

RT

Recruiter Training, Trainer

RTNCO

Recruiter Training Non-commissioned Officer

RZA

Recruiter Zone Analysis

SA

Senior, Test Category I-IIIA

SDAPP

Special Duty Assignment Proficiency Pay

SFAS

Special Forces Assessment and Selection (course)

SFA

High School Senior Female, Test Category I-IIIA

SFB

High School Senior Female, Test Category IIIB

SFQC

Special Forces Qualification Course

SMA

High School Senior Male, Test Category I-IIIA

SMB

High School Senior Male Test Category IIIB

TAIR

Total Army Involvement in Recruiting

TPU

Troop Program Unit

TTE

Transitional Training and Evaluation (Program)

VEAP

Veterans Educational Assistance Program

WOFT

Warrant Officer Flight Training

ARADS USERS!

Missing applicant records?

Bildrec problems?

Printout problems?

Call ARADS Hotline

ASAP

(708) 433-2157

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■ It is published monthly using offset printing by the Public Affairs Office, U.S. Army Recruiting Command, ATTN: RCAPA-PA, Building 103, Fort Sheridan, IL 60037-6020, AUTOVON 459-7003, commercial (708) 926-7003. Printed circulation: 12,000

MG Jack C. Wheeler
Commanding General
LTC Alexander Angelle
Public Affairs Officer

Barbara Sorensen
Chief, Public Information

Kathleen Welker
Editor

Diane Richardson
Contributing Editor

SFC William E. Bala
Assistant Editor

■ Subscriptions may be obtained through the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C., 20402.

■ Deadline for submission of material is the first of the month prior to publication.

■ Second class postage pending at Highland Park, Ill., and at additional mailing offices.

POSTMASTER — Send address changes to:

Commander, U.S. Army
Recruiting Command
ATTN: RCAPA-PA
Building 103, 2d Floor
Fort Sheridan, IL
60037-6020

Vol. 44, Number 2

USAREC *Feb. 1991* Recruiter Journal

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'It was tough'

USAREC's CSM on the FY 90 Awards Board



Due to budget cuts, we weren't able to bring the brigade candidates for the FY 90 Recruiters of the Year here to USAREC headquarters for the final board. Instead, the sergeants major from each brigade and I conducted a "paper board." I'm very confident with our selections, but it was tough

— on us. All the soldiers had outstanding packets. We missed being able to ask questions in person. I hope next year we'll be able to bring them all together.

Since the board, I have had the proud pleasure to meet SSG Keith Caston, New Recruiter of the Year, SSG Randy Brown, RA Recruiter of the Year, SFC Anthony Hill, USAR Recruiter of the Year, and MSG Donald Carroll, Retention NCO of the Year. I'm sure we would have chosen them in any case.

Sergeants Caston and Hill were also selected to appear before a Congressional subcommittee to present a "Report from the Field." When they walk away from that meeting, I know the congressmen will have the impression that we have the best soldiers in the U. S. Army "providing the strength."

I'd like to take this opportunity to thank the recruiters of the year for FY 89 who represented USAREC so well. We knew they would.

Some things about this program won't change, budget cuts or not. Our winners this year will still attend the AUSA convention and travel to meet the Chief of Staff of the Army and Sergeant Major of the Army.

The winner in each category will receive a savings bond worth \$2,000 at maturity and a trophy. The runner-up will get a plaque. The CG is planning to present

the winners' awards at their respective brigade MACs.

Candidates this year appeared before a board at their battalion and were quizzed on soldierly skills. In addition to their records and photo, we requested a seven-minute cassette tape, so that we could hear them present themselves.

Thanks to boardmembers CSM Donna Montgomery, 1st Brigade; SGM Carlos Melendez, 2d Brigade; SGM Michael Livingston, 4th Brigade; CSM William Greenfield, 5th Brigade; CSM Phillip Howard, 6th Brigade; and SGM John Fetter, HQ USAREC. They spent two days pouring over the packets and checking details. I was a non-voting member, by the way.

For each category — as in years past — the sergeant major who was most expert in the field briefed the rest of us and helped set the guidelines.

The top First Sergeant of the Year is a new category. We looked at their production records, the number of times they had been first sergeant of the quarter in their brigade, the lowest number of ineffective reliefs and the fewest zero rollers. They were each recommended for duty performance by their battalion and brigade commanders.

Next year I would like to see the RA and USAR nurse recruiters each have a winner. Four out of five of the candidates this year were USAR, and I think it's right to acknowledge the hard-working RA nurse recruiters too.

These Recruiters of the Year are the best and I'd like to see them out in the field as trainers or here on the headquarters staff on their next assignment. Last year we recommended all the winners as teachers at the Recruiting and Retention School.

It's a shame the winners couldn't feel the thrill of hearing their names announced at an awards banquet as in past years, but the FY 90 Recruiters of the Year can be sure their title carries clout, and that we're counting on them to proudly represent USAREC.

CSM Ernest H. Hickley

'Sole surviving' child rule clarified

■ "Sole surviving" sons and daughters must waive their rights to protective assignment provisions in order to qualify for Army enlistment.

According to Recruiting Operations, applicants should be screened during the pre-qualification phase of the sales presentation to determine whether they meet sole surviving son or daughter status. USAREC Pam 350-7 will be changed to reflect this.

Status as an only or last remaining child is not sufficient to qualify as sole survivor. According to DoD Directive 1315.7 and AR 614-200, a sole surviving son or daughter is the only remaining son or daughter in a family where the father, mother (or one or more sons or daughters) served in the Armed Forces of the United States and because of hazards with such military service:

- Was killed.
- Died as a result of wounds, accident, or disease.
- Is in a captured or missing-in-action status.
- Is permanently 100 percent physically disabled (including 100 percent mental disability), as determined by the Veterans Administration or one of the military services, is hospitalized on a continuing basis and is not employed gainfully because of such disability.

Sole surviving son or daughter means that when a son and a daughter remain in a family that meets the above definition, both members qualify as sole surviving son or daughter. When there are

two sons and one daughter, the daughter qualifies but not the sons. Continued existence of a family unit is not required for sole surviving status.

Soldiers who qualify as a sole surviving son or daughter are not required to serve in combat, unless they waive that status. A soldier who has waived sole survivor rights may request reinstatement of that status at any time. Although Table 4-1, Line O, b.(4) (b), AR 601-210 reads: "Future requests for separation or for assignment limitations based on sole-survivor status will not be honored," DCSPER says this has been changed to read "may be honored." This change will be reflected in a future update to AR 601-210.

Soldiers on active duty may apply for sole survivor status through their chain of command. Immediate family members may apply for the soldier, although the soldier may decline. Family members should apply in writing and include supporting proof and identification of all personnel involved to:

HQDA (DAPC-EPA-S)
Alexandria, VA 22331-0400.

POC: MSG Lawson, 1-800-223-3735, ext. 3531

Other family members

■ In addition to the assignment limitations for "sole surviving son or daughter," other servicemembers of the same family may be exempt, on request, from serving in designated hostile-fire areas when a servicemember of their family is killed or dies while serving in a designated hostile-fire area.

Multiple family members

■ When members of the same immediate family are assigned to the same military unit, requests for reassignment to a different unit may be approved for all but one service member, although concurrent assignment of service members of the same family to the same unit is not prohibited.

Approval of such requests rests with the installation commander based on military requirements. For this purpose the unit is identified as a battalion, squadron, or an element with less than 500 authorized Army personnel.

(DoD Directive 1315.7; AR 614-200; AR 614-30) Department of the Army Public Affairs

FEBRUARY is . . .



Building down USAREC

■ The U.S. Army Recruiting Command has always been extremely reluctant to initiate any action that would result in civilian personnel reductions. As the end strength of the Army and our mission is reduced, however, reductions within USAREC have become inevitable.

A build-down plan was submitted to HQDA to eliminate some battalions and realign others. HQDA approval for this plan was received on 9 Jan 91.

It is our intent to minimize disruption to the workforce to the greatest extent possible. Every effort will be made within existing regulations to provide for alternative placements or transfers for any civilian employees affected by the build-down.

MG Wheeler, in an effort to assist and retain USAREC civilian employees whose jobs are affected by the build-down, has frozen all USAREC vacancies in the field, effective 15 Jan 91. These positions will be offered to affected employees prior to filling them through other recruitment sources. Permanent change of station costs will be authorized in accordance with Volume II of the Joint Travel Regulations.

In addition, the Department of Defense priority placement program provides for registering and referring Department of Defense civilian employees who are scheduled for separation because of reduction in force or declining to accept transfer outside the commuting area. Registrants under this program are afforded priority placement consideration for vacancies arising within the Department of Defense for which they are qualified and available.

The Office of Personnel Management also administers a displaced employee program to assist in placement with other Federal agencies.

The local servicing civilian personnel offices will make every attempt to place employees in local vacant positions. They will also ensure registration in the DOD Priority Placement Program, the OPM Displaced Employee Program and any local placement programs that may be available. They will also counsel employees on their entitlements, pay, conversion of life and health insurance, retirement options, and so forth.

This command sincerely regrets the disruption these decisions will have on what we consider a loyal and dedicated USAREC civilian workforce.

SDT references

■ USAREC NCOs, regardless of MOS, take note — the SDT is a reality and study references are required RA implementation is expected by October 1991, for the Reserves by October 1992.

The SDT is a formally administered written test of MOS skills, training and leadership knowledge. While the soldier's manual is the primary source of questions, additional reference material is required.

Study references for all MOSs include four field manuals: FM 22-100, Military Leadership; FM 22-101, Leadership Counseling; FM 22-102, Soldier Team Development; and FM 25-101, Battle Focused Training. Battalion training offices should identify their requirements. Field distribution is expected in March 1991.

Battalion training offices should identify their requirements and submit requisitions immediately. The SDT field manuals should be ordered on a DA Form 4569 and forwarded to Commander, USAPPC, ATTN: ASQZ-NV, 2461 Eisenhower Ave., Alexandria, VA. 22331-0302.

NCOs with questions should contact their training offices. Additional information is available at USAPPC, (202) 325-6289/6248 or AV 221-6289/6248.

Matters of Integrity

As the operations officer conducting a 10 percent packet check, you discover an applicant who was shipped on 1 Dec 90. The ZHM 089 reports that were initiated after applicant testing and DEP-in reflect that the soldier had prior service in the Navy. The applicant was court-martialed and received a bad conduct discharge. The DD Form 1966-series reflects no prior service. There is nothing in the packet to indicate the PS/NPS question was resolved. What do you do with the packet? (*See solution on page 29.*)

"Prudential has long recognized the breadth of experience and maturity that former members of the military bring to the workplace. . . . We have found these individuals to be clearer about their career choices, more realistic about the short-term effort needed to achieve long-term goals and more likely to have the self-discipline that is one of the fundamentals to succeeding in business."

Joseph J. Melone, President,
The Prudential

"Today's Army is producing alumni that have a keen sense of mission and purpose; a finely-tuned understanding of respect, trust and the importance of teamwork. The qualities learned and the experience gained in the Army make Army alumni excellent employees and managers."

Donald L. Fruehling,
President, Maxwell Macmillan
International Publishing Group

Experience for Hire

Even as the Army advertises getting an edge on life to reach potential soldiers, the nation's employers are trying to fill an ever-increasing need for skilled and trainable employees. The Army Career and Alumni Program (ACAP) is a way to marry the two needs to produce a mutual benefit.

A new 24-page booklet summarizes the capabilities of Army "alumni" and commends them to the employers of the nation. With pertinent quotes from major American corporate officers, "Experience for Hire" makes the point that soldiers, because of their technical and personal skills, can help bridge the national "skill gap" as they return to civilian life.

"Experience for Hire" offers employers several ways to learn about soldier skills and to gain access to soldiers leaving active duty. Two options offered to potential employers are to contact the ACAP Office or to call a toll-free number to obtain the phone

number of the local recruiting battalion. When the toll-free number (1-800-USA-ARMY, extension 430) is called, an operator will indicate that Army recruiters can provide specifics about Army training and the types of skills soldiers learn.

Battalions receiving referrals from the toll-free number should encourage callers to register in the Army's national employer data bank. Employers' personnel needs will then be referred to job assistance centers that will eventually be in operation at 67 Army installations.

The booklet also provides addresses and a list of additional resources for employers to contact for help in accessing Army alumni.

Supportive business contacts can be a major asset to local recruiters as COIs and as potential sources of lead referrals. "Experience for Hire" describes an Army program that can be mutually beneficial to the recruiter and to local businesses.

Prospecting with an itinerary

Face-to-face done right is done for good

Old West prospectors used to pack up all their stuff, many times on mules, and head out into the unknown. They were looking for gold or some other precious metal, and they believed they were going to find it. They didn't know where. They didn't know when. They didn't really have a plan. They always thought it was just over the next hill. They believed it so much, they risked everything they had for it. And sometimes it was there.

You're a prospector too. But you don't have to take the risks that the Old West prospectors had to take because you can have a sure-fire plan when you prospect.

When you prospect, where do you look for prospects? Answer — everywhere! The more opportunities you consider, the more ideas you'll get, and you will accomplish exactly what you want. You will achieve increased visibility with a larger segment of your market. The quality of appointments made in person will usually be better and will tend to carry more of a commitment with them.

To make face-to-face prospecting effective, prepare a plan of attack before you leave the office. This pre-call plan can be developed by answering the following questions:

Who? Knowing whom you want to find will help direct your efforts. But this also includes seeking out influential people who can get you closer to the people you need.

Where? You go where your prospects are. If you just drive around the community, hoping to see some-

one that looks interested, you will have little to show for the time spent. Become familiar with your area, your territory — you will find that your market will be more receptive, both in person and on the telephone, by having previously seen you and by knowing a little bit about you.

***The more
opportunities
you consider,
the more
ideas you'll
get***

Get to know the geography, the businesses and the organizations. Locate the influential people and ask for their assistance. By becoming part of the community, by becoming a member of some of the key organizations and getting acquainted with the members, you will soon find the people you need.

What do I say? Face-to-face prospecting can be one of the most rewarding jobs you can do as a recruiter. But you need to know how to approach people. What you say and what you do in those first few seconds usually determine how things will go.

First, get the prospect's attention. There are many ways to do this. You

can use the acronym MR. ACE SING to help you develop your approach:

- M — mystery
- R — referral
- A — appeal to a need
- C — compliment
- E — exhibit
- S — startling statement
- I — idea
- N — name
- G — gift

Offering a sincere compliment or making a startling statement are different types of approaches. Developing different openers will ease you through these awkward moments.

Next, you must create interest. Your questions, probes and benefit statements must create enough interest to make the prospect want to learn more. Uncover their needs or desires. Point them out and confirm that what you are hearing is correct.

Finally, you must have the prospect take action by agreeing to make an appointment. You can do this by offering a solution to the prospect's problems, by explaining how an Army enlistment can help satisfy the prospect's needs and will help the prospect reach his or her goals.

Remember, you never get a second chance to make a first impression.

How do I put these activities on my itinerary?

Whether you recruit in the inner city or in a small rural town, you need a plan of attack before you depart the office. Map out your plan — you don't want to be running all over town.

To make the maximum number of contacts in a minimum amount of time:

- Include house calls to LEADS or LRL leads with confirmed appointments.

- Plan to visit COIs in that particular area.
- Check on posted advertising, like posters and RPI racks, and post new advertising.

What should my goal be? Your pre-call plan should be designed to find the maximum number of people in the minimum amount of time. You must look back and make sure you were able to do what you wanted to do — did you find more prospects to talk to?

Face-to-face prospecting starts the minute you walk out the recruiting station door. Any time, any place that you encounter people, you are prospecting. Most of these encounters are cold calls. Talking to a total stranger, although this may be one of the toughest jobs a recruiter faces, can be the most rewarding.

A lot of recruiters avoid face-to-face prospecting because of fear — fear of rejection, fear of unfamiliar surroundings, fear of embarrassment or being considered a “peddler,” or even fear of past failures.

With each new attempt you make, you will gain experience and confidence and, ultimately, new prospects.

Maybe if we used the term “warm call” instead of “cold call” this activity would be easier to do. . . .

HQ USAREC, Recruiting Operations

TRAINING TIPS

Question: What is face-to-face prospecting?

Answer: Face-to-face prospecting is no more than getting toe-to-toe and knee-to-knee with your market for the first contact. To make this type of prospecting pay off, you must know where your market congregates (examples: high schools, college campuses, recreation centers, fast food restaurants, shopping malls and sports activities centers). Knowing the habits and hobbies of the individuals in your recruiting area will greatly assist you in your effort.

- Contact local store owners for referrals
- Contact local Reserve and National Guard units; they have been well established in your community and can provide valuable referrals, VIPs and COIs.
- Plan house calls as often as possible. Parents are the prospect's number one influencers.
- Take your DEP/DTP members with you; they may provide you more credibility within the community.
- Don't leave the recruiting station without a plan — be prepared to enlist someone in the Army.

Regular Army Recruiter of the Year



**SSG Randy J. Brown, Taunton (Mass.)
Recruiting Station, Providence Com-
pany, Boston Battalion, 1st Brigade**

During a Christmas party at the Boston Recruiting Battalion someone said that he had heard that SSG Randy Brown had been selected to be the Regular Army Recruiter of the Year.

"The official announcement had not been made," Brown said, "and I wasn't sure it was true."

The announcement was true. And Brown says that he couldn't have received a better Christmas present. "It is everything I have dreamed of becoming," he remarks.

"Recruiting is not easy," says Brown, "but I love it because I am a soldier and I love the Army."

COL Arthur T. Dean, commander of 1st Brigade, describes Brown as a superb example of the professional non-commissioned officer who sets and maintains only the highest standards for others to emulate.

"He is a soldier who approaches every month with one goal in mind," says Dean, "and that is to accomplish more than the month before."

Brown enlisted in 1980 in MOS 31M, as a multichannel communications systems operator, and has served at Fort Gordon (Ga.) and in Korea before coming to recruiting.

***'Recruiting is not easy,
but I love it because I
am a soldier and I love
the Army'***

Brown's first recruiting assignment came in May 1989, as a field recruiter in the Boston Battalion, with duty at Taunton, Mass.

Boston Battalion Sergeant Major Robert H. McAvoy says that Brown's accomplishment of 358 percent mission box and 338 percent GSA mission box are "only the tip of the iceberg." He also cites Brown's participation in the high schools as coach, chaperone, mentor and leader as the reason Brown has earned the respect of faculty and students in his schools.

Brown has the finest DEP management and referral program in the battalion, says McAvoy. "This consistently yielded motivated DEPs who did not miss DEP functions and [who] also excelled in basic training. These DEP members in turn referred even more GSAs for SSG Brown. His ability to readily adapt and attain results has never been more evident."

COL Dean also commented on Brown's success with his DEP, calling Brown a positive role model.

"SSG Brown's energetic ability in relating to today's youth was evident in his DEP functions and promotion program, where he attained 100 percent participation for every monthly DEP function. He ultimately obtained 23 referrals and eight RA enlistments from these functions," says Dean.

Brown and his wife, Tanya, are the parents of two sons, Brandon, four years, and Corey, 8 months.

RA Recruiter of the Year Runner-Up — SSG Kenneth K. Doman



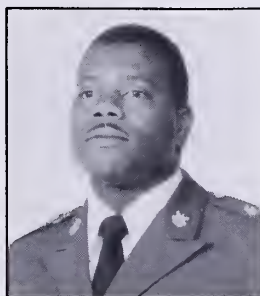
Evansville North
Recruiting Station,
Evansville Company,
Louisville Battalion,
2d Brigade

The secret of success, SSG Kenneth K. Doman believes, is to strive every day to better one's self in all aspects of the recruiting process and as a non-commissioned officer. That attitude led him to be chosen as Louisville Battalion and 2d Brigade Regular Army Recruiter of the Year and caught the attention of the Annual Awards Board, where he was named Runner-up Regular Army Recruiter of the Year. He exemplifies the highest standards of Army recruiting, demonstrates outstanding personal qualities and has continually provided the force with quality enlistees.

A former military policeman, Doman became an Army recruiter in Evansville, Indiana, in December 1987. He converted to 00R in May 1989.

4th Brigade RA Recruiter of the Year — SSG Jesse O. Anderson

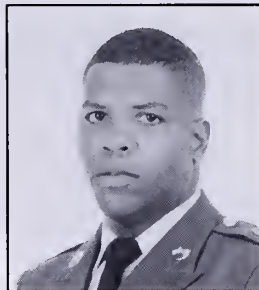
Canton (Ohio) Recruit-
ing Station, Canton
Company, Cleveland
Battalion



SSG Jesse O. Anderson constantly devotes extra time and energy to ensure that his station, company and battalion are successful. He set an example for other recruiters by writing 200 percent of his assigned mission and 230 percent of his GSA mission for FY 90. Those traits and abilities earned for him the title of Regular Army Recruiter of the Year for Cleveland Battalion and the 4th Recruiting Brigade.

Anderson became an Army recruiter in the Canton Recruiting Station, Cleveland Battalion, in October 1989. He earned the Gold Recruiter Badge after one year on recruiting duty.

5th Brigade RA Recruiter of the Year — SSG Robert J. Jones



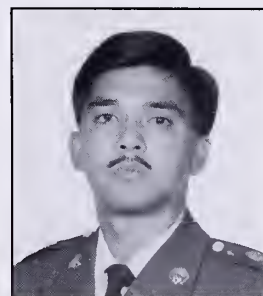
San Antonio Northwest
Recruiting Station, San
Antonio East Company,
San Antonio Battalion

His mission for FY 90 was 30; he put 63 enlistees into the Regular Army and two into the Army Reserve. About 90 percent of those enlisted were in the upper test category. As a result of this performance, SSG Robert J. Jones was named San Antonio Battalion and 5th Recruiting Brigade's Regular Army Recruiter of the Year.

Jones became a field recruiter in the San Antonio Battalion in November 1988. He earned the Army Recruiter Ring just five months after receiving the third sapphire achievement star, less than two years after he joined the Recruiting Command.

6th Brigade RA Recruiter of the Year — SFC Cesar D. Macadangdang Jr.

Philippine Recruiting
Station, Anchorage
Company, Honolulu
Battalion



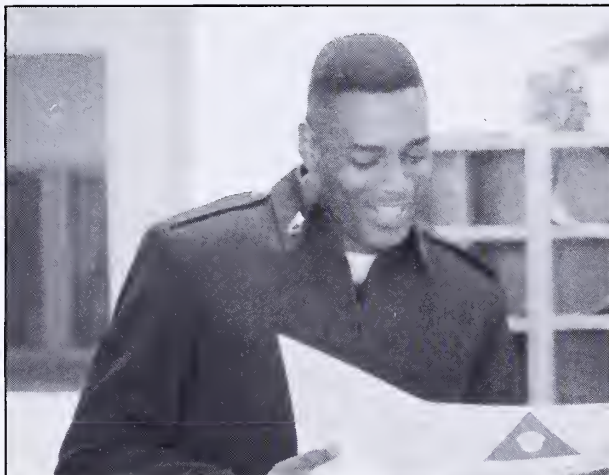
Despite a tough recruiting environment in which travel restrictions, earthquakes, and the constant threat of terrorist activities prevail, SFC Cesar D. Macadangdang Jr., on-production station commander, Philippine Recruiting Station, has proven that he is a winner.

Located on Clark Air Force Base in the Philippines with a geographical coverage of two foreign countries (Philippines and Okinawa), Macadangdang has more than his share of challenges. He, however, led his station to an impressive 138 percent GSA, 166 percent volume and mission box year-to-date.

Macadangdang entered recruiting duty in the Houston (Texas) Recruiting Battalion in April 1984. In September 1988, he was assigned to the Honolulu Battalion.

Macadangdang's hometown is Ilocus Norte, Philippines. He and his wife, Milagros, are the parents of two sons, Ron, 12, and Rex, 6.

USAR Recruiter of the Year



**SFC Anthony C. Hill, Rochester (N.Y.)
Recruiting Station, Rochester Com-
pany, Syracuse Battalion, 1st Brigade**

During SFC Hill's 14-year Army career, he's worked as a radio operator, a piano player, a drill sergeant and a reenlistment NCO. Once he decided on recruiting in 1989, he earned USAR's top title for recruiting in just one year. Hill achieved 158 percent volume and 291 percent quality mission.

"His strength is his attention in the high schools," said Rochester Company 1SG Robert Perrotta. "He has a fantastic referral program and good follow-up. He made 50 USAR contracts this year and only had one who didn't ship."

"I can talk to students, maybe because I have done so many interesting things in the Army," Hill said. "I show them pictures and let them know that they will have opportunities."

Hill is enthusiastic about the Stay in School/Stay off Drugs program. "It gives me a legitimate way to contribute to my community," he said. "Not everyone is going to join the Army, but I still want to help them get an edge on life. The Army Recruiting Command has given me resources and support to be a mentor to young people who might be in a little trouble."

***'USAREC has given me
resources and support
to be a mentor to
young people'***

Hill studied for the ministry after leaving the active Army, and earned a two-year degree in Pastoral Theology. "Recruiting and participation in the Stay in School program give me the opportunity to combine my dedication to the Army with my dedication to helping people."

Since Operation Desert Shield began in August, Hill says he has been facing "new anxieties and objections." "One local Reserve unit has been deployed and another is on alert. So, naturally parents and young people are asking questions."

"I tell them about the money for college and the training, but I have always said they need to understand what it means, within the framework of the Constitution, to wear the uniform. As a non-commissioned officer and leader, I think it's important that anyone joining the Army has a sense of 'service to country.' When I talk about it openly and answer questions honestly, without getting into the politics, parents and students respect that."

Says Rochester Company commander CPT Richard Threath, "Hill lives and works in the schools."

But Hill also says he's beginning to recruit more prior service. "Prior service soldiers help me talk to students. They see a guy who has been in the Army and who wants to go back in," Hill said. "He has credibility."

Hill also has credibility with his applicants and his commanders. Threath calls him "an imposing presence." Perrotta says, "He's a professional, smart NCO. If he were RA, I'd make him a station commander."

Hill describes his goal for the future: "I will remain committed to selling our product and recruiting America's very best. May God continue to bless and watch over those soldiers that I have led into our nation's Army."

USAR Recruiter of the Year Runner-Up — SFC Alfred W. King



**Tempe (Ariz.) Recruit-
ing Station, Tempe Com-
pany, Phoenix Battalion,
6th Brigade**

By July 26, SFC Alfred King had enlisted 51 in the Army Reserve for FY 90, earning him 3,735 points — enough to qualify as 6th Brigade's nominee for USAR Recruiter of the Year.

So King decided to call it quits, try something new. On July 27, the 00E ring recruiter enlisted in the Regular Army and, according to Phoenix Battalion Commander LTC Clyde Jonas, King "is still enlisting soldiers in the Army with the same gusto as before."

"I have worked extremely hard to be in this position," King says. "It is my contribution to maintaining the American way of life... Today, I can see the results of our hard work in the Saudi desert — soldiers standing tall and ready to go. This is what it's all about. Can do."

2d Brigade USAR Recruiter of the Year — SFC Earl P. Elmore

**Richmond (Va.) Nurse
Recruiting Station,
Richmond Company,
Richmond Battalion**

Since he volunteered for recruiting duty in 1987, SFC Earl Elmore has earned a long string of titles: Richmond Company's New Recruiter of the Year in 1988, Richmond Battalion's USAR Recruiter of the Year in 1989, and 2d Brigade's nominee for USAR Recruiter of the Year 1990.

Elmore requested guidance counselor training ("because I wanted to increase my knowledge to cover all aspects of recruiting"); his wish was granted in May 1989.

In August 1990, the ring recruiter attended the Nurse Recruiter Course and made his nurse mission in September. "I requested the USAR nurse recruiter position because I see the nurse mission not only as a challenging assignment, but also as a very important one to the overall USAREC mission and the total Army," Elmore said.

Richmond Battalion SGM Arnold Fripp says Elmore has "a talent for coordinating the complexities of contemporary recruiting [which] has earned him respect and praise from subordinates and superiors alike."



4th Brigade USAR Recruiter of the Year — SFC David J. Wagner



**Decorah (Iowa) Recruit-
ing Station, Waterloo
Company, Des Moines
Battalion**

SFC David Wagner, 39, lives in his hometown of Waukon, Iowa, and now recruits from the same high school he attended. After spending six years as a supply sergeant in the Reserve 389th Engineer Battalion in Decorah, Iowa, Wagner now supplies that unit with soldiers.

Assigned to recruiting duty in March 1989, Wagner was Des Moines Battalion's New Recruiter of the Year for FY 89. During FY 90 he enlisted 200 percent of his assigned GSA mission and 122 percent of his assigned volume mission.

Wagner attributes his success to his "personal values and beliefs in our nation."

COL George Featherston Jr., commander, 4th Recruiting Brigade, commended Wagner as a recruiter who "strikes a medium between obtaining what the applicant desires and filling the needs of the U.S. Army Reserve."

5th Brigade USAR Recruiter of the Year — SSG Manuel W. Short

**Lawton (Okla.) Recruit-
ing Station, Lawton
Company, Oklahoma
City Battalion**

After only 18 months on production, SGT Manuel Short earned his recruiter ring and received a meritorious promotion to staff sergeant.

"I'm one of those few individuals who have been lucky enough to have a job that I thoroughly enjoy," he said.

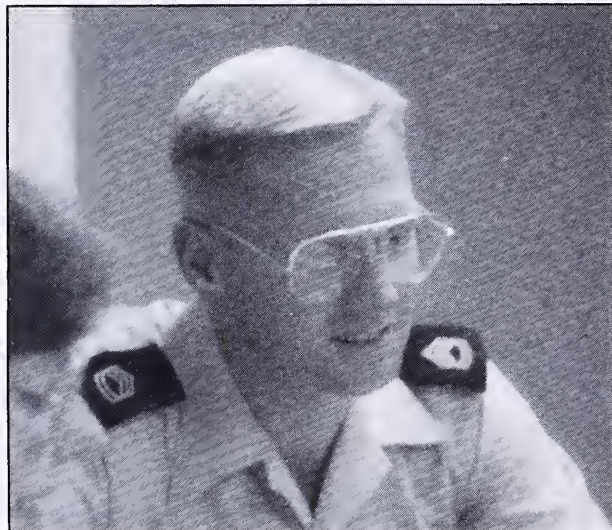
Short considers his wife, Adela, and son, Alex, to be his top priority, followed closely by his country, the Army and the Recruiting Command.

In his two years on recruiting duty, Short has not missed mission. "His loyalty and dedication to this unit's mission have set the standard to which all recruiters should aspire," said Oklahoma City Battalion SGM John Jones.

During FY 90, Short accomplished 233 percent GSA mission and 136 volume. He was selected for the CG's Top 55 Club for first and second quarters of the fiscal year.



Nurse Recruiter of the Year



SFC Edward D. Duncan Jr., Phoenix (Ariz.) Company, Phoenix Battalion, 6th Brigade

"Service to country" motivates the serious nurse applicants since Operation Desert Shield, says USAR nurse recruiter SFC Edward D. Duncan Jr.

"Reserve recruiting is different now that one of my units has deployed and two others are on alert," Duncan said. "Some nurses are simply afraid, others are single parents or have other family obligations. But I'm still recruiting some really sincere nurses who are interested in a dual career as citizen-soldiers."

The 403d Combat Support Hospital has deployed to Saudi Arabia, but Duncan is still recruiting for that unit, assigning people directly to the 63d Army Reserve Command at Los Alamitos, Calif. "They attend drills locally and may attend Officers' Basic, then will join their unit when it returns. This is all new," he said.

He also recruits for a 750-bed Army hospital in Tucson, Ariz., and the 6252d U.S. Army Hospital in Las Vegas, Nev.

Basic training also worries some nurses, so Duncan brings it up during the initial interview. "I explain that it's not like the basic training they see on television. They will

'Some nurses are simply afraid'

be officers and Reserve basic is only two weeks," he said. "I show them the PT standards for their age category and let them know they don't have to meet it on day one."

Duncan made 125 percent mission volume, helping his company rank top in nurse recruiting three out of four quarters during FY 90.

"He has the entire states of Arizona and Nevada, but he always keeps me informed," said 1SG Stanley Anderson. "Sergeant Duncan is always professional in attitude and appearance."

"He's an impeccable soldier with superb military bearing and professionalism," said SGM Laurence James, Phoenix Battalion.

Duncan, 33, was born and raised in Tucson, Ariz., joined the Army after high school and spent two years on active duty as a cavalry scout. He attended the University of Arizona and received a B.A. in Business Administration.

Duncan refers to himself as "a personnel technician." "You don't have to have a medical background — that's what we have nurse counselors for," he said. "As recruiters we need to know about the Army. Nurses already know about nursing."

He has served in both the TPU and control group of the Army Reserve and was the NCO of the Year in 1982 in the 40th Army Reserve. Duncan returned to active duty as an AGR field recruiter in 1987, and has been recruiting USAR nurses since 1989.

Duncan says keeping in touch with his nurse applicants during the long approval process is crucial. "The regulation says they should be contacted every two weeks, and that's about right. Even without any news, they appreciate your just touching base with a hello, merry Christmas or happy birthday."

Nurse Recruiter of the Year Runner-Up — SFC Richard E. Trevino Jr.



**Waynesville Company,
St. Louis Battalion, 5th
Brigade**

Trevino's success as a USAR nurse recruiter proves that a medical background isn't required. After 10 years in the active Army as heavy duty equipment repairman, Trevino volunteered for recruiting.

"I was looking for a new challenge," he said. Trevino recruited active Army enlistments in the St. Louis Battalion until his own discharge in 1984, then joined the Reserve and trained as a USAR nurse recruiter. During FY 90 he accomplished 233 percent mission box and was selected the battalion's top nurse recruiter.

SGM Jerry McCarty calls Trevino "a natural recruiter" and says numerous letters and certificates of appreciation from the 21st General Hospital and the 25th Combat Support Hospital units in St. Louis show he has earned the trust of his medical units.

"As a nurse recruiter, I've been able to expand horizons, provide educational opportunities and open up new career paths," Trevino said. "To think I can do all this for other people and do something positive for an organization I love is incredible and thrilling to me."

1st Brigade Nurse Recruiter of the Year — SFC Gary F. Strickland

**Buffalo (N.Y.) Com-
pany, Syracuse Battalion**

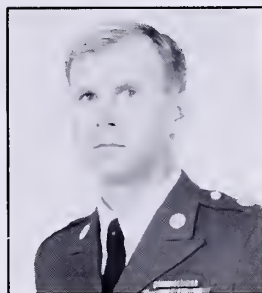
Since last year's victory as runner-up to the Nurse Recruiter of the Year, SFC Gary Strickland has continued to make mission, and continues to thank his family and creator for his success.

Strickland began his Army career as a chaplain's assistant at Fort Benning, Ga., was NCOIC at an Allied Forces community chapel in the Netherlands, then joined USAREC in 1984. He has been the Buffalo Nurse Recruiting Station commander since 1985.

He said, "I cherish defeating arguments of 'I'm no longer interested in the Nurse Corps,' and turning these attitudes into soldiers."



2d Brigade Nurse Recruiter of the Year — SFC Timothy L. Tetrick



**Charlotte (N.C.) Com-
pany, Charlotte Battalion**

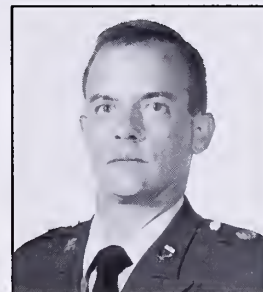
Tetrick credits his success as a USAR nurse recruiter to the good working relationship with his Reserve units and a high rate of applicant referrals.

"I managed to instill in my applicants the need for these referrals and this has paid big dividends," Tetrick said. "My chain of command approved awards for those who were outstanding in providing referrals and we presented these awards in front of peers and other reservists."

COL Robert D. Enyeart, commander, 2d Brigade, says Tetrick has also made an impression in his area's hospitals and community health centers. "He is looked upon by the nursing community as a complete professional and an individual who can be relied upon to help the nurses through all phases of their commissioning process."

4th Brigade Nurse Recruiter of the Year — SFC William A. Fisher

**Florence (Ky.) Com-
pany, Cincinnati
Battalion**



A soldier with ten years experience recruiting for both RA and USAR, SFC William Fisher was 4th Brigade's choice for Nurse Recruiter of the Year two years in a row.

After accomplishing 232 percent mission as a USAR nurse recruiter during FY 90, Fisher converted to RA recruiting and is awaiting assignment as station commander. "I feel this will be a new and exciting challenge, and a great opportunity."

Fisher is enrolled at Vincennes University, working on a degree in education. He is active in the Masonic Lodge, Scottish Rite, and the Shriners, is a coach for soccer and Little League, and a board member at his church. He is also a Cub Master for 48 Cub Scouts.

Fisher, wife Becky, and children Erica, Amanda and Matthew, were nominated for the 1989 Great American Family award.

The Test

1. The acronym ARADS stands for which of the following?
 - a. Automatic Reporting and Data System.
 - b. Army Recruiting Automated Data System.
 - c. Army and Reserve Accession Data System.
 - d. Army Recruiting Accession Data System.
2. The purpose of JOIN/ARADS interface is to initiate applicant records at _____ and to provide recruiters, station commanders and the CLT an automated tool for tracking and controlling applicant processing.
 - a. Recruiting station level.
 - b. Recruiter level.
 - c. The station commander's discretion.
 - d. The company level.
3. In the event that JOIN/ARADS Interface is not operational, approval for exceptions will be approved by the next higher headquarters.
 - a. True.
 - b. False.
4. To prevent any loss of data, all information entered into the JOIN will be _____ to be maintained in case of equipment failure.
 - a. Maintained in a pencil entry log by the station commander.
 - b. Duplicated the following day.
 - c. Copied onto a floppy diskette.
 - d. Telephoned to the CLT on a daily basis.
5. Lead sources are divided into which of the following categories?
 - a. School recruiting program and other lead sources.
 - b. High school and college recruiting programs.
 - c. Telephone lead sources and face-to-face lead sources.
 - d. Recruiter generated sources and referral sources.
 - e. Walk in/call in and general LRL sources.
6. Recruiters will not actively prospect outside of their assigned recruiting zone, nor process any such prospects without the express approval of _____.
 - a. The station commander.
 - b. The recruiter from the affected recruiting zone.
 - c. The battalion commander/sergeant major.
 - d. The chain of command.
7. The recruiting incentive awards program is designed to provide professional recognition for consistent mission box accomplishment and _____.
 - a. The hard work that goes into the recruiting process.
 - b. Over-production by individual recruiters.
 - c. Used as a motivational tool to make the PMS requirements.
 - d. To promote the Quality of Life Program.
8. College stop-out lists will be constructed by recruiters having colleges assigned to them. These names will be maintained on _____.
 - a. The general LRL.
 - b. USAREC Form 658 and maintained in the college folder.
 - c. USAREC Form 539 entitled "College Stop-Out."
 - d. None of the above.

9. In the event of DEP loss, all circumstances indicating a DEP member's moral, physical, or administrative disqualification will be reported to _____.
 - a. The RS commander immediately.
 - b. The CLT within 48 hours.
 - c. The RS commander within 48 hours.
 - d. The CLT and BLT within 48 hours.
10. Recruiters will accomplish the following Immediately after an enlistee's shipment to active duty:
 - a. Annotate USAREC Form 200-C.
 - b. Annotate the appropriate USAREC Form 539 with "Enlisted RA" or "Enlisted USAR" and the date of enlistment.
 - c. Present completed USAREC Form 200-C to RS commander at the next DPR.
 - d. All of the above.
11. The IRR Density Resource List provided to each recruiting station is to be _____ and _____.
 - a. Cross-referenced with current files; refined.
 - b. Refined; transferred to the general LRL by recruiters.
 - c. Refined; destroyed IAW ARPERCEN regulations after 15 months.
 - d. Refined; returned to ARPERCEN with appropriate annotations as to the disposition.
12. TPU referral leads distributed through the LEADS system _____.
 - a. Are not posted to the LRL.
 - b. Are to be posted on the general LRL.
 - c. Are to be cross-checked with current files and contacted within 24 hours.
 - d. Are to be returned to the TPU after contact and final disposition.
13. Which of the following minor traffic offenses require the use of DD Form 369?
 - a. Careless driving.
 - b. Failure to comply with officer's directive.
 - c. Reckless driving.
 - d. Driving an uninsured vehicle.
14. ANC recruiters will provide recruiting battalion operations accurate information required to build a data record using USAREC Form 658A or USAREC Form 658B not later than _____.
 - a. 48 hours after agreement to process.
 - b. 5 working days after the physical exam is completed.
 - c. 5 working days after agreement to process.
 - d. 8 hours after the physical exam is completed.
15. Nurse applicants selected must not be commissioned until the appointment letter and DA Form 71 have been received. Commissioning will occur _____.
 - a. On a date agreed upon by the applicant and the recruiter.
 - b. Within 72 hours of receipt of the commissioning letter.
 - c. Within 5 working days of receipt of commissioning letter.
 - d. Upon completion of the OBC briefing that must be conducted within 5 working days of receipt of commissioning letter.

(Answers will appear in next month's *Recruiter Journal*)

The way I see it . . .

Vision implies change. Change is upon us. We are better off to participate in change and to help shape it than to be dragged along by change. You can help shape the future and make it better. You know your job better than anyone. What are your ideas for improving operations? Share them on the space below and mail this according to the instruction on the back of this form, postage free. Please be as detailed as possible when citing examples for improvement. Recruiters, support staff and family members are encouraged to use this space to voice ideas and concerns. If you desire a direct response to your comments or suggestions, please include your name and address.

Teamwork: Working together as a team we can accomplish more than working as individuals. Share your vision for the future of the U.S. Army Recruiting Command. All forms are mailed to and received directly by the U.S. Army Recruiting Command Chief of Staff, Fort Sheridan, Ill.

HQ USAREC Fm 1825, 1 Jan 91

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Guidance Counselor of the Year



**SFC David A. Gossett, Amarillo MEPS,
Albuquerque Recruiting Battalion, 5th
Brigade**

"I have a teenage son at home," SFC David A. Gossett explains. "That probably makes me a little better at communicating effectively with the young men and women I work with on a day-to-day basis."

As a parent, Gossett believes that guidance counselors and recruiters must first respect the wishes and desires of the applicants when discussing their contracts. That is what he would expect for his son.

His personal involvement with Army applicants has brought praise and admiration from their families and has earned him the title of USAREC Guidance Counselor of the Year.

"I try to develop a strong rapport with each individual and to convey the message that the Army, the Recruiting Command and I are truly interested and concerned about an applicant's future," Gossett says, "and I think that treatment results in a happy soldier down the line."

Albuquerque Recruiting Battalion's Sergeant Major Carl E. Hoffman calls Gossett "a people person." He says that the new Guidance Counselor of the Year exemplifies

***'Guidance counselors
must be able to place
themselves in the
recruiters' shoes'***

the position of guidance counselor with his outstanding attitude, confidence, sense of humor and loyalty.

"His integrity and professionalism set an example for all to follow," Hoffman says. "Gossett never forgets where he came from and always ensures red carpet treatment for all applicants, no matter what their category."

Originally from Lansing, Mich., Gossett enlisted in the Army in October 1973 as a light-wheeled vehicle mechanic. This OOR volunteered for recruiting duty in 1978, and has been assigned to the Salt Lake City (Utah), Portland (Ore.) and Albuquerque (N.M.) Recruiting Battalions. His previous duty positions include field recruiter, station commander and operations NCO.

5th Brigade commander, COL Robert B. Magruder, reports that Gossett established a QNE tracking system and uses it to ensure previous applicants' desires are tracked and routinely followed up on. As a result, Gossett has the lowest QNE rate in his battalion and the highest return rate for those who do decline.

Gossett proudly wears the Army Recruiter Ring he received in 1984 while assigned in Portland, and was selected as the top guidance counselor for Albuquerque Battalion in FY 88 and FY 89.

"I believe all guidance counselors must be able to place themselves in a recruiter's shoes," he says. "Recruiters spend a lot of time with an applicant before I see him or her. I will exhaust every possibility to make that applicant a soldier."

In addition to 14-year-old David Jr., Gossett and his wife, Terri, are the parents of a younger son, Ronald, age 10. The family resides in Amarillo, Texas.

Guidance Counselor of the Year Runner-Up — SFC Joretta Robinson



Phoenix Battalion,
6th Brigade

SFC Joretta Robinson, from the "Phoenix Rising Battalion," received the Runner-Up title in the Guidance Counselor of the Year competition. In his recommendation for Robinson as the 6th

Brigade Guidance Counselor of the Year, Phoenix Battalion's Sergeant Major Laurence A. James described Robinson as "professional, impeccable in military bearing and appearance, and extremely reliable." He added, "As hectic as a counselor shop can be at times, she retains an unmatched degree of skill, ingenuity, and aggressiveness in accomplishing her duties."

Before being assigned as a guidance counselor in 1988, Robinson served as a field recruiter and station commander in the Phoenix Battalion.

Robinson has earned the Army Achievement Medal, the Meritorious Service Medal 2nd Oak Leaf Cluster and the Army Recruiter Ring.

1st Brigade Guidance Counselor of the Year — SFC Peter McLaughlin

New York City
Battalion, 1st Brigade

SFC Peter McLaughlin's record clearly shows why he was selected as 1st Brigade's Guidance Counselor of the Year — McLaughlin achieved a contract conversion rate of 98 percent. His ability to not only sell the Army, but to instill a sense of pride and achievement in the young men and women he contracted, allowed him to write the most contracts with a QNE rate of 2 percent.

McLaughlin received his first assignment in recruiting in 1982 with the Newburgh (New York) Recruiting Battalion as a field recruiter. In 1984 he was assigned as station commander in the Washington Heights Recruiting Station, and later served in the same capacity at the Lincoln Center, Times Square and Bronx stations. He assumed duties as a guidance counselor in 1989.

McLaughlin and his family lead by example in the community by sponsoring an exchange student from Italy.



2d Brigade Guidance Counselor of the Year — SFC Dianna G. Cox



Louisville Battalion,
2d Brigade

During her assignment as a guidance counselor in the Louisville Battalion, SFC Dianna G. Cox has not had one erroneous enlistment. As a result of her initiative, her co-workers say, Cox has more

time for the "red carpet" treatment that ensures qualified applicants are matched with the proper jobs, satisfying both their needs and those of the Army.

Cox joined the Recruiting Command as an Army Reserve field recruiter in the Louisville Battalion in October 1984. Her assignment as a guidance counselor in that battalion began in January 1989.

Cox earned her recruiter ring in August 1989.

4th Brigade Guidance Counselor of the Year — SFC Darrell D. Bault

Indianapolis Battalion,
4th Brigade



SFC Darrell D. Bault's strong ability to train, motivate and lead subordinates in the Indianapolis Battalion served as an excellent training ground for his selection for a guidance counselor position and led to his being selected as the Guidance Counselor of the Year FY 90 for 4th Recruiting Brigade.

His first assignment in the Recruiting Command was as a field recruiter with the Bloomington and Linton Recruiting Stations, Indianapolis Recruiting Battalion, from April 1984 through January 1987, when he was assigned as station commander of the Linton Station. Two years later Bault was assigned to the Battalion headquarters as assistant operations noncommissioned officer. In November 1989, he was reassigned as a guidance counselor at the Indianapolis Military Entrance Processing Station.

His many awards and decorations include the Army Recruiter Ring, which he earned in 1990.

Bault is working on completion of an Associate Degree in Applied Sciences at Vincennes University.

New Recruiter of the Year



SSG Keith W. Caston, Norcross Recruiting Station, Atlanta Battalion, 2d Brigade

"I go at everything full speed because I don't know any other way," says USAREC's New Recruiter of the Year, SSG Keith W. Caston. "And whatever falls out of that, falls out."

This strategy seems to work for the Norcross, Ga., recruiter — he earned his Gold Badge during his transitional training period by achieving 37 RA contracts against a mission of 18 for a total of 205 percent. He also exceeded his quality mission by writing 31 contracts for a mission of 15.

Caston, a native of Gainesville, Ga., first entered the Army in 1983 as a 67V, Observation/Scout Helicopter Repairer. He attended Airborne training and was reassigned to Fort Bragg, N.C. After his discharge, he attended Brenau College for two years before re-enlisting in 1987 for 63D, self-propelled field artillery systems mechanic. He requested selection for recruiter duty and attended the Army Recruiter Course in September 1989. He joined the Atlanta Recruiting Battalion and went on-production in January 1990.

Caston says his "checkered past" serves as an ice-breaker with prospects. He has a photo album documenting his career, and discusses his experiences with them. Often a prospect will inquire about his ribbons and

'I think that the trust I build is the most important thing'

badges, and Caston tells them what it took to get those awards.

"When I talk to prospects, I don't just talk about money for college or skills training. I talk about the intangible rewards the Army offers young people: an opportunity to serve their country; opportunities to experience esprit de corps, teamwork, discipline, and leadership; to build a level of maturity needed to succeed in the corporate world. When I talk to a senior about those things, I see his mother and father nodding their heads."

Caston says he re-enlisted after a two-year break in service for just those reasons. And besides, he says, "I missed the Army."

Atlanta Battalion Sergeant Major Steven Hankins says that Caston "embodies all that the NCO creed dictates a non-commissioned officer should be. His tact, demeanor and social skills make him invaluable as a mentor and role model for the youth of today."

Caston feels that parents are an important factor whenever he talks with an applicant, that parents must be included in the process, and that they need to understand all of the rewards — both tangible and intangible — to their children who serve in the Army.

"I think that the trust I build with a prospect and his parents is the most important thing. Trust doesn't come easy — honesty is what builds trust with parents. When I talk about the downside as well as the rewards, parents know I'm telling the truth," says Caston.

"People joining the Army today are smart. They know they are going to be soldiers and they have a duty to defend their country. My job is to remind them that people who serve their country gain something in return — and I don't just mean money for college."

New Recruiter of the Year Runner-Up — SSG Alphonsa D. Green

Meridian (Miss.)
Recruiting Station,
Hattiesburg Company,
Jackson Battalion,
5th Brigade



"There are many qualified individuals out there who are interested in the Army," says SSG Alphonsa Green. "These

individuals just need the right push."

Green, who first enlisted in 1980 as a personnel administration specialist, served in Korea, Fort Benning, Ga., Baumholder, Germany, and Fort McClellan, Ala., before coming to recruiting. He ended the year with 350 percent SMA.

COL Robert B. Magruder, commander of the 5th Brigade, says Green has "spent an enormous amount of time talking to educators, civic leaders, and the general public as a whole just to promote the U.S. Army."

SGM Milton A. Ayers of the Jackson Recruiting Battalion says, "Although he achieved 200 percent of GSA and 158 percent of his volume mission, I could tell his idea about recruiting was more than just the 'number'."

1st Recruiting Brigade New Recruiter of the Year — SSG Merle C. Henry

Southbridge (Mass.)
Recruiting Station,
Worcester Company,
Boston Battalion

"I routinely tell the Army story, and the Army sells itself," says Boston's best New Recruiter of the Year, SSG Merle Henry.

Henry enlisted in 1981 as an infantryman and served in Germany, Fort Hood, Texas, and Fort Drum, N.Y., before becoming a recruiter in 1989.

In addition to making impressive statistics for FY 90 — 233 percent GSMA, 244 percent mission box (RA); 300 percent GCMA and 233 percent mission box (USAR) — Henry maintains a high visibility in his community as a troop leader with the local Boy Scouts of America. He also participates in a local running club and finished the Boston Marathon in April 1990.

"I feel that community involvement is crucial to success in recruiting," says Henry.



4th Recruiting Brigade New Recruiter of the Year — SGT Roy D. Daniels

Iowa City (Iowa)
Recruiting Station, Iowa
City Company, Des
Moines Battalion



An "Army brat" since birth, SGT Roy Daniels enlisted in 1984 in MOS 31C as a single-channel teletype operator, and was stationed in Germany and

at Fort Campbell, Ken. He was assigned to Des Moines Recruiting Battalion in 1989.

Since joining the recruiting team, Daniels has earned Des Moines' Recruiter of the Quarter for 2d and 3d Quarters of FY 90, his first two full on-production quarters. This gold badge recruiter has also earned the CG's Top 55 Club award for 3d Quarter and FY 90. He achieved monthly mission box for seven consecutive months, ending the FY with 218 percent GSA and 167 percent volume mission.

"The greatest satisfaction," says Daniels, "has come from helping the young men and women of America achieve their overall goals in life."

6th Recruiting Brigade New Recruiter of the Year — SSG Frankie N. Topasna

Guam Recruiting
Station, Anchorage
Company, Honolulu
Battalion



Recruiting on his native Guam, SSG Frankie Topasna says that, in his first year as a recruiter, he has learned more than in his previous nine years in the Army. "I was seriously concerned about being a successful recruiter, as I was already a successful medical NCO."

But Topasna proved his competence with 157 percent GSA and 175 percent volume.

Honolulu Battalion SGM William Santiago says that Topasna has developed "one of the finest community relations programs on the island of Guam." Topasna was recognized by the Guam Naval Commander and the civilian community.

Topasna says he's had good months and bad months. "I love those good months," he relates, "but when I'm having a bad one, I continue my prospecting, I don't give up."

USAREC Soldier of the Year

**SPC Lillian
Burge,
Phoenix
Battalion,
6th Brigade**



"My job is to take care of soldiers, and that's what I do," say the U.S. Army Recruiting Command's Soldier of the Year, SPC Lillian E. Burge.

Burge has been with the Phoenix Recruiting Battalion since November 1989, and is a 71L administrative clerk who wears a second hat at the battalion, acting as the SIDPERS clerk since the departure of the original in May 1990.

"As a soldier, I believe that 'be all you can be' is more than a slogan, it's a way of life," says Burge. "It's that belief that motivates me to ensure my soldier skills are above reproach."

Burge was raised in Chicago and graduated from Horace Mann High School in Gary, Ind. After completing a course in data processing at the College of Automation in Chicago, she worked for U.S. Steel for more than six years. She enlisted for 71L and Europe in 1983. Since then she has served in Ansbach, Frankfurt and Wiesbaden, Germany, and at Fort Sheridan, Ill.

Phoenix Battalion commander, LTC Clyde L. Jonas, says of Burge, "She is cheerful in the pursuit of her duties and totally oriented to serving the needs of our soldiers. Her untiring efforts in the areas of SIDPERS, finance services and the myriad of other support items helps preclude negative morale issues and allows the recruiters

to concentrate 100 percent of their time on their mission to 'Provide the Strength.'"

Burge is currently enrolled in Glendale Community College, taking night courses in business administration. In her spare time, she and husband Michael enjoy roller skating, basketball and swimming.

"My driving force is knowing that I am an asset to the Phoenix Battalion. I get a sense of well-being from doing my part to make the soldiers' lives better and from contributing to the command."

Soldier of the Year Runner-Up — SSG Linda A. Ryan

**Richmond Battalion,
2d Brigade**

SSG Linda A. Ryan was raised in St. Thomas, the U.S. Virgin Islands. She entered the Army in February 1984 as a 75B, personnel records specialist, and trained at Fort Jackson, S.C., before serving a two-year tour with the 12th Field Artillery in Germany. She joined USAREC in July 1988 with her arrival at Richmond Battalion.

"As the administrative personnel sergeant," says Ryan, "I'm responsible for the in- and out-processing of soldiers for the battalion. I try to assist them in every way I know to ensure they have a smooth transition."

According to Richmond Battalion SGM Arnold E. Fripp, Ryan is an outstanding NCO who displays impeccable professionalism. Additionally, she is aggressively pursuing a bachelor's degree in business management to better herself professionally and personally. COL Robert D. Enyeart, Richmond Battalion commander, says that the "outstanding rapport she has established with the servicing MILPO, ARPERCEN, USAREC and PERSCOM has fostered an atmosphere of mutual support that has resulted in enhanced personnel service to recruiters."



Recruiting Support Command Soldier of the Year — SSG Randy W. Celori



■ Originally from Marquette, Mich., SSG Randy Celori enlisted in 1979. He served as a military policeman in Germany and at West Point before joining USAREC in August of 1988.

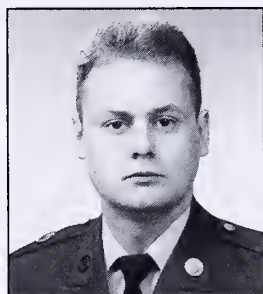
According to COL Robert Tetu, RSC Commander, Celori "completed the Recruiting School and has subsequently

been directly responsible for generating 17,517 leads, 1,333 appointments, ultimately resulting in an established 90 contracts."

Having served the RSC as a exhibit team chief and as the national conventions NCO, Celori is now the RSC assistant operations NCO. He says, "I can draw on my past experiences on the road and apply my knowledge and lessons learned for the benefit of all."

USAREC Headquarters Commandant Soldier of the Year — CPL Donald C. Carroll

■ CPL Donald Carroll worked on the family farm until enlisting in the Army as a 71L, administrative specialist. He served a two-year tour in Germany as a postal clerk before joining HQ USAREC at Fort Sheridan, Ill., where he currently serves as a JOIN specialist.



CPT Paul Smith, Headquarters Commandant, calls Carroll a hard-charging soldier and says, "He is totally committed to supporting the recruiting force in all aspects of the JOIN system."

Carroll says, "I believe that you should not set your goals too high, but rather, make opportunities come alive for you. Then, face them head on and challenge yourself as far as you can."

1st Brigade Soldier of the Year — SFC Steven L. Deane



■ This ring recruiter first joined the Army in 1975 as a 71L, then later reenlisted as a 91S, preventive medicine specialist. Selected for recruiter duty in 1983, Deane has been in Syracuse Battalion since then, serving as a field recruiter, RTNCO,

LPSC, battalion operations NCO, and currently station commander at Liverpool, N.Y.

Says Deane, "The youth of America must be led away from the crippling temptation of drugs and must be convinced that staying in school is paramount to their future and the future of America. My recruiters and I accept and live this challenge."

COL Arthur Dean, commander of 1st Recruiting Brigade, says Deane thrives on challenge and that his "recognized expertise and vast repertoire of skills have made him an invaluable asset." In Deane's first three months as LPSC, his station increased mission accomplishment by 19 percent with no zero rollers.

4th Recruiting Brigade Soldier of the Year — SFC Richard B. Woodcox

■ SFC Richard Woodcox enlisted in the Army in 1976 and was first assigned to the 79th ENG Bn, in Karlsruhe, Germany. He also served as an engineer at Fort Bragg before joining USAREC as a recruiter in 1983. This ring recruiter has served USAREC at the Detroit Battalion as a field recruiter, OPSC, guidance counselor, and LPSC.



Detroit Battalion SGM Bernhardt Geiger says Woodcox was nominated for Soldier of the Year because of his many outstanding accomplishments as a leader of recruiters. Says Woodcox, "To be a successful leader, you must be a successful soldier. A soldier constantly seeks self-improvement." His station achieved combined mission box for FY 89, and again in FY 90 with 111.2 percent for RA and 134.8 percent for USAR.

5th Recruiting Brigade Soldier of the Year — SSG Raymond L. Prewett



■ SSG Raymond Prewett started his career in the Army as a combat engineer, serving at Fort Hood, in Germany and at Fort Campbell before joining USAREC in 1988. He has served as a recruiter and station commander, and is currently the recruiter training NCO at Dallas North Recruiting Company.

COL Robert B. Magruder, 5th Brigade commander, says that Prewett exhibits superb initiative and dedication, and that the training program Prewett developed and implemented for his company "is emulated throughout the battalion."

Prewett simply says, "I accept the challenge."

First Sergeant of the Year

1SG Minerva Ramos, Tampa Company, Miami Battalion, 2d Brigade

Quality leadership, training, education, and selfless service have earned a USAREC soldier a first and a "top" title.

1SG Minerva Ramos has been selected as the U.S. Army Recruiting Command's First Sergeant of the Year. Ramos is a member of the Tampa Recruiting Company, Miami Recruiting Battalion, 2d Recruiting Brigade.

"The key to 1SG Ramos' success is her dedication to making mission, sense of urgency, total professionalism and genuine concern for her recruiters," said CPT James P. Kelly, Tampa Recruiting Company Commander. "She is available 24 hours a day and will do anything to help a recruiter write a contract."

Ramos has achieved and contributed to several top accomplishments since entering the service as a telecommunications specialist in 1975. Prior to becoming USAREC's First Sergeant of the Year she was selected 2d Brigade's First Sergeant for 3d Quarter FY 90.

Her leadership while assigned to Tampa Company was beneficial in the company earning the Miami Battalion Top Company Award for 2d, 3d and 4th Quarters FY 90, according to Kelly. Ramos' dedication to making mission and her selfless service became evident when Tampa Company made combined mission box for the year and had the second highest YTD GSA ranking in the 2d Brigade.

Other achievements in which Ramos contributed include Tampa Company earning in FY 89 the Top RA Company Award for 2d, 3d and 4th Quarters. These awards led Tampa onto achieving the Miami Battalion Top Company of the Year Award for both Regular Army and Army Reserve.

1SG Ramos completed the Army Recruiter Course in February 1980. Thirteen months later, while assigned to the Newburgh Army Recruiting Battalion, she earned her Gold Badge with three sapphire stars. She received her recruiter ring in May 1983, 32 months after completing the recruiter course. Her civilian education is highlighted with a Bachelor of Liberal Arts degree in Political Science.

Selected runner-up first sergeant for the USAREC First Sergeant of the Year for FY 90 award is 1SG James E. Kennedy, Boston Recruiting Battalion, 1st Brigade.

Honorable mentions are:

- 1SG Darrell E. Jordan, Jackson Battalion, 5th Brigade
- 1SG Pedro Armendaiz, Lansing Battalion, 4th Brigade
- 1SG Robert Snead, Honolulu Battalion, 6th Brigade.

Retention NCO of the Year

MSG Donald O. Carroll, 1st Brigade

Caring, determination, and commitment are more than mere words to MSG Donald O. Carroll — they are his keys to success. Carroll credits those keys for his recent selection as 1990 USAREC Retention NCO of the Year.

Carroll, assigned in November 1988 to the 1st Recruiting Brigade, Fort Meade, Md., is a diverse career counselor. Instead of confining himself only to the recruiting field he also uses his skills and knowledge as the brigade's Chief of Administrative Services. When he's not working on mission Carroll aims his attention at being PT instructor and processing paperwork in the form of publications, mail, awards and TDY.

According to Carroll, he had the brigade's highest mission during the year and achieved 200 percent 1st termers, 144 percent midterm and 114 percent careerwise.

"Credit for being named Retention NCO of Year is not due to my efforts alone," said Carroll. "I share this achievement with the effective, efficient and motivating reenlistment people at the battalion levels."

Carroll became a Retention NCO in 1984 when assigned to the 9th Engineer Battalion, Aschaffenburg, Germany. He immediately went to work identifying the needs of soldiers and providing the best options available. His efforts were noted and he was twice selected as the Brigade's Retention NCO of the Year and runner-up at VII Corps.

Carroll's hometown is Liveoak, Fla. He and his wife, Teresa, have two sons, Braden and Evan.

USAREC Civilian Employee of the Year

■ Ms. Patricia L. King from Atlanta Recruiting Battalion has been selected as the USAREC Civilian Employee of the Year for FY 90.

King entered federal employment in 1964 as a keypunch operator with the Internal Revenue Service. She transferred to the Finance and Accounting Office at Ft. McPherson (Ga.) and performed a variety of finance-related jobs. In 1981 King joined the staff of Atlanta Battalion as the budget and accounting technician.

King's sound budget advice is relied on by battalion personnel. She is the focal point for the planning, programming, budgeting and execution of over one million dollars annually. Her skills and hard work have earned many honors through the years, to include "One of a Kind" in 1983, "Staff Member of the Year" in 1984, and selection as 2d Brigade's nomination for USAREC Employee of the Year in 1985 and 1990.

King received a note-worthy rating from the Inspector General on their last three inspections. In addition, King provides training to new budget and accounting technicians being assigned to other battalions in 2d Brigade.

A resident of Fairburn, Ga., King is involved in community activities and is a member of the Fairburn Methodist Church.

Ms. King has two sons, a grandson, and a granddaughter, all of whom live in the Atlanta area.

'Take my wife'

■ DEP follow-up is no problem for SSG Anthony Jaworoski, Cape Girardeau RS, and keeping track of the newest member of his DEP pool is even less of a problem. His new DEP is his wife, DeEtt.

PVT Jaworoski is an "Army brat" who grew up in Waynesville, MO, near Fort Leonard Wood. Her father, Joseph Medders, is a retired sergeant first class.

"The Army has always been part of DeEtt's life," said SSG Jaworoski. "It didn't take much to convince her. I'm not concerned about her losing interest as other DEPs might do.

"I had already made mission for

the month, so I didn't need her as a 'filler'," said Jaworoski. "She just knew what she wanted to do."

SSG Jaworoski is philosophical about the separation from his wife. "I'll be in Cape Girardeau recruiting and she'll be in New Jersey or Georgia. We'll both do what we have to do." SSG and PVT Jaworoski have been married for five years and have no children.

PVT Jaworoski is currently taking basic training at Fort Dix, N.J., and will travel to Fort Gordon, Ga., for advanced individual training. She has chosen records telecommunications as her MOS. In addition to the job training of her choice, PVT Jaworoski will receive the Army College Fund.

Abida Johnson, St. Louis A&PA



SSG Anthony Jaworoski and his new DEP member, wife DeEtt. (Photo by Abida Johnson)

Schwartzkopf thanks

■ More than 4,000 Utah residents answered the call to send holiday greetings to service members participating in Operation Desert Shield.

In mid-December Salt Lake City Battalion was invited by managers of the Christmas Shopping Show at the Salt Palace to place holiday cards for the public to sign. Then these cards were sent by the battalion to Commander-in-Chief, U.S. Central Command, Operation Desert Shield, General H. Norman Schwarzkopf.

Recently battalion commander LTC Richard L. Rutledge received Schwartzkopf's acknowledgment of thanks (*see box*).

Salt Lake City Recruiting Battalion



COMMANDER IN CHIEF
UNITED STATES CENTRAL COMMAND
OPERATION DESERT SHIELD, APO NY 69452

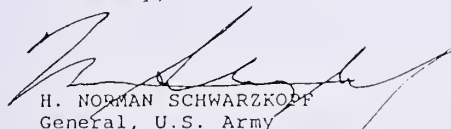
27 December 1990

Dear Lieutenant Colonel Rutledge,

Thank you very much for the two gigantic Christmas cards. I have had both of them on display at a large troop compound in Riyadh. They are wonderful reminders of the superb support that is alive and growing back in America. I could not agree with you more about the caliber of troops we have in today's Army. They are the finest and I'm damn proud to lead them.

On behalf of all the soldiers, sailors, airmen and marines attached to Operation Desert Shield, I wish you a happy and prosperous New Year.

Sincerely,


H. NORMAN SCHWARZKOPF
General, U.S. Army

Lieutenant Colonel Richard L. Rutledge, U.S. Army
Commanding Officer
U.S. Army Recruiting Battalion Salt Lake City
Building 107
Fort Douglas, Utah 84113-5030

Greetings

■ More than 600 juniors and seniors from Southern High School, Louisville, Ky., assembled recently for what was dubbed a Holiday Greetings Card Signing Ceremony for the troops of Operation Desert Shield.

The giant card, which was a banner measuring 36 inches by 50 feet, read "Holiday Greetings from U.S. Army Recruiting and Southern High School, Louisville, Kentucky." The card was signed with well wishes, messages of love and prayers for a safe return.

The event held in conjunction with an appreciation ceremony attended by MG Jack C. Wheeler.

Certificates of Appreciation were presented to Steven D. Stallings, principal, Southern High School, and Sarah Daniels, English instructor. Both were instrumental in providing support to the battalion while *The Today Show* taping crew was in the Louisville area for their Thanksgiving holiday Operation Desert Shield special program.

The Southern High School banner was mailed to the men and women of the 101st Aviation and Air Assault Division from Fort

Campbell, Ky.

"We really wanted the community to know that after these young men and women are recruited, they're not forgotten and most especially not by their recruiters," said G. Jeanne Hodge, Louisville A&PA chief.

According to Hodge, the event was short-fused and the shop allowed approximately seven working days to plan and execute the event.

"The final outcome was successful, as well as heartwarming, exhilarating and gratifying to everyone involved."

Kathleen Neary, Louisville A&PA

Students view options

■ Students at DuPage Area Vocational Education Association (DAVEA) High School in Addison, Ill., gathered recently to hear a mechanic, a parachutist, a pilot and a recruiter talk about job opportunities with the Army.

The Army was one of a wide variety of organizations at DAVEA's Post-Secondary Transportation Division Career Fair. Recruiters from the Villa Park Recruiting Station along with local reservists from the 12th Special Forces Group, Arlington Heights (Ill.), and the 138th Military Intelligence Unit, Rosemont (Ill.), told the DAVEA students about soldier life.

PFC Steven Schmitt, 12th SFG, was loaded down with 130 pounds of parachute and combat gear and described for his audience the experience of jumping out of a plane 12,500 feet off the ground. His partner, SGT Steven Rindahl, explained each piece of combat equipment worn by PFC Schmitt.

Meanwhile, SSG Michael Dennis, a wheeled vehicle mechanic from the 138th MI Unit, entertained students with tales of his Army adventures. Standing alongside his partner for the day, a highly mobile, multipurpose wheeled vehicle (HMMWV), Dennis highlighted some of its features as inquisitive students inspected the vehicle.

For many of the students, college will immediately follow high school. But for others, the high cost of college threatens the chance for that option. Army recruiters

were there to offer a solution to this dilemma.

"The Army offers the opportunity for you to learn a skill plus the opportunity to earn money for college," explained recruiter SGT Richard Rogers, Villa Park Recruiting Station. "If you're having trouble affording college, the Army can help.

"Perhaps the most valuable benefits of service in the Army are

the intangible ones, like self confidence, self discipline, maturity and the ability to work as part of a team," said Rogers.

"Those attributes are what employers look for down life's road." Rogers concluded by saying "No matter what your ultimate goals in life are, the Army can help you achieve them and get an edge on life."

Lori Hunt, Chicago A&PA



SSG Michael Dennis discusses Army opportunities in wheeled-vehicle mechanics with DAVEA students. (Photos by Lori Hunt)



SGT Steven Rindahl shows DuPage County teachers Army parachute equipment.

The spouse's guide to better quality of life in recruiting

Editor's note: According to Joan Spencer, wife of Baltimore Operations NCO SFC Alan Spencer, there are many ways to enhance quality of life in recruiting. The following are a few of her ideas:

Become bilingual.

Learn the language of recruiting. It's not that difficult and your effort could help you decipher the dinner conversation in your home. When your recruiter-spouse comes home and sits down at your wonderful meal only to grumble, "I've been all over my LRL and area-canvassed my shoes off and I still need one GSMA to box both sides," you can reply, "Have you spoken to all of your DEPs for referrals?" The meal will be saved.

Become involved.

We all realize who wears the badge, but you will be amazed at how much influence (and fun) spouses can have. For example, we've enjoyed dressing up and chaperoning our local high school's prom. There are also some DEP functions you can attend. At one station, we set up "DEP maneuvers" and sewed guidons for each of the teams. The maneuvers were held at a local park and as the DEP teams struggled to capture the opposition's flag, the children and I picnicked in the DMZ! Many of the DEP members were gratified to see "Army life" successfully combined with "family life."

Expand your COI.

Even though some stations are in large cities—recruiters work in "communities." Word travels fast. Each time you go to work or to the corner store, "Army" is stamped all over you. Our children attend high schools where Dad or Mom administers the ASVAB. Our children also let the neighbors know that "We are the Army." We need to use this to enhance the public's opinion of a "typical military family."

If there's a bright GSMA in your office who's dissatisfied with his job, or who loves to travel and is always asking you to tell one more story about life in Germany—send him to the station. There's no commitment in just talking to a recruiter. If your neighbors tell you they can't afford college for their high school senior, you can casual-

ly mention the Army College Fund and direct them to the station. Your ability to help make mission is a lot stronger than you realize.

Establish a network.

Even one-person stations have a company behind them. Get to know the other spouses—they know what you're talking about. When your spouse has to go TDY, it's nice to have someone to rely on. Share ideas with each other. You can even get together for an old-fashioned gripe session. It will clear the air and allow you the comfort of knowing that you are not alone. Your problems are neither unique nor insurmountable. Someone else may have already been where you are and may have an answer for you.

Trust.

I've saved this for next-to-last because of its importance. I'm sure that many of you were told (as I was) by some well-meaning person that "Your marriage will never survive a USAREC tour." That's crazy.

If your spouses are out until 9 or 10 at night, they're probably trying to finish up their PMS or they're out on house calls. The parents of our future enlistees often work, and evenings are the only time available to meet with them. Your spouse may miss that really great television special you've both been dying to see, but that's the job. There'll be a rerun soon.

And, yes, there are DEP functions that don't include spouses. It does happen. It would also happen if your spouse were a doctor or a cab driver. Don't blame the Army!

Communicate with each other.

Open lines of communication have to work both ways. Wherever recruiters happen to be, there is a phone nearby. Recruiters need to use that phone power to call home when they're running late or when they know they have a late house call. Spouses need to be understanding. No one ever said that being responsible for the future defense of our country was a nine-to-five job.

Hang in there, we'll survive! If you feel you do need some help coping, remember that you have one of the largest support groups available and it's in your corner—the United States Army!

CG's Team Excellence Award, 1st Qtr FY 91

The recruiting companies listed below achieved combined mission box for 1st Qtr FY 91 and have been identified as program award winners:

- Springfield Recruiting Company, New Haven Battalion, 1st Brigade
- Greenville Recruiting Company, Raleigh Battalion, 2d Brigade
- Plano Recruiting Company, Dallas Battalion, 5th Brigade

Rings

ALBANY

SFC Daniel C. Stevens

ATLANTA

SFC Harold L.J. Verstrate

CLEVELAND

SFC Robert W. Bell

MSG Daniel T. Krejci

COLUMBIA

SFC James R. McRight

INDIANAPOLIS

SSG Jimmy J. Mitchell

JACKSONVILLE

SFC Allura G. Holsey

LOUISVILLE

SSG Ricky L. Armwood

OKLAHOMA CITY

SFC Walter E. Norris

OMAHA

SFC Stanley A. Prentice

PHILADELPHIA

SSG Rufus T. Baxley

SFC James S. Glass

SSG Emerson G. Grahm, Jr.

SACRAMENTO

SFC Joseph A. Marck III

Gold Badges

ALBUQUERQUE

SSG Richard Deems

SGT David Nail

ATLANTA

SSG David W. Dailey

BALTIMORE

SSG Patrick B. Costley

SGT Michael Hall

SSG Joseph Worrells

BECKLEY

SSG Glenn W. Cole

SFC Tilman E. Goins

SGT Gary K. Heldreth, Jr.

SGT James T. Molchanoff

SSG Timothy L. Redel

SSG Karl E. Schill

BOSTON

SSG Alain Briand

SGT Michael Ceccofigio

SSG Jon Gilligan

SSG Merle Henry

SSG Patrick Jacobs

SSG Karen M. Kuffrey

SSG Jeffrey Michael

SFC Roger Speaks

SSG Paul A. Veronesi

SFC James Williams

BRUNSWICK

SSG Ray Edgar

SSG Stephen Leclerc

CHARLOTTE

SSG Sammy L. Young

CHICAGO

SSG Veronica Parker

CLEVELAND

SGT Mark Luckers

SGT Chattam Smith, Jr.

SGT Winfred Williams

COLUMBIA

SSG Theodore A. Jeffords

COLUMBUS

SGT Richard F. Sotomayor

DENVER

SSG Robert E. Fondren

SFC William L. Roberts

DETROIT

SGT Jeffrey W. Cole

SGT Jeffrey D. Krafft

HOUSTON

SSG Alphonso Davis

SGT Robert J. Innes

INDIANAPOLIS

SGT John J. Burchyett

SSG Timothy L. Collette

SSG Randy Herrod

SSG Donald J. Peters, Jr.

SSG Paul J.L. Phipps

SGT Richard M. Taylor

JACKSON

SSG Jimmy F. Bolls

SSG Alphonsa Green

KANSAS CITY

SSG Johnny C. Clemons

SFC Alfred Irving

LANSING

SSG Scott J. Allen

SSG Timothy A. Crosby

SGT Randy Enicks

SSG Timmy Fair

SSG Stephen Kelbel

LITTLE ROCK

SSG Barry A. Leblanc

SGT William A. Shorter

SGT Benjamin A. Veri

LOS ANGELES

SFC Stanley Basurto

LOUISVILLE

SSG Kenneth C. Cannon

SFC Jesus Sanchez

SSG Bobby D. Stanfield

MIAMI

SSG Stewart Bigford

SSG Garry Bleeker

SSG Rodriguez F. Diaz

SSG Ronald Franklin

SSG Osvaldo Santiago

SSG Jeffrey A. Simpler

SSG Bruce Smith

SSG Norman Smith

SSG Seth Swinton

MINNEAPOLIS

SSG Mark S. Taft

MONTGOMERY

SGT Thomas M. Anderson III

SSG Franklin Bradford

SGT Ricky Jones

SSG George Parker

SSG Lorrie Stallworth

SSG Patricia Young

NASHVILLE

SSG Steve J. Bowlin

SGT Douglas O. Buck

SSG John I. Green

SFC Allen L. Montgomery

NEW HAVEN

SSG Thomas Mangold

SSG Jeffrey Supernault

NEW ORLEANS

SSG Emanuel M. Carter, Jr.

SGT Todd O. Harmon

SSG Michael W. Scott

SSG Charles Shires

NEW YORK CITY

SSG Earl McCuller

OKLAHOMA CITY

SSG George J. Wise

OMAHA

SSG Isaac C. Chamness

SFC Russell B. Coffee

SGT Kelly L. Schuett

PORTLAND

SSG Edward L. Hare

SSG Paul D. Muscato

SFC Michael A. Willbur

RICHMOND

SGT Stephen F. Angel

SACRAMENTO

SSG Douglas J. Butler

SSG Gregory E. Harris

SAN ANTONIO

SGT Stephen D. Kichler

SSG Antone V. Maxwell

SAN FRANCISCO

SSG Albion J. Brown

SSG Thomas Fleming

SFC Ronald Wasek

SANTA ANA

SSG David A. Armstrong

SSG Leo Barrington

SSG Hershell Ernest

SSG Felix Flores

SSG Leroan Hunte

SSG Brian Keith

SSG Donald Pelletier

SSG Vicki A. Rowe

SAN JUAN

SSG Eric Laluzsimonet

SSG Jose Ortiz

SYRACUSE

SFC Daniel W. Calabrese

SGT Terry Lee Carrier

RSC Touring Schedule

FEBRUARY

Cinema Vans

ALBANY Jan. 29 - Feb. 15
BALTIMORE Feb. 18-22
BOSTON Jan 29 - Feb. 22
CLEVELAND Feb. 11-22
INDIANAPOLIS Jan. 29 - Feb. 8
JACKSONVILLE Jan. 29 - Feb. 22
MIAMI Jan. 29 - Feb. 22
MILWAUKEE Feb. 11-22
MONTGOMERY Jan. 29 - Feb. 22
OMAHA Jan. 29 - Feb. 8
PHOENIX Jan. 29 - Feb. 22
SAN FRANCISCO Jan. 29 - Feb. 22

Cinema Pods

ATLANTA Jan. 29 - Feb. 22
CHICAGO Feb. 11-22
DALLAS Jan. 29 - Feb. 22
DES MOINES Feb. 11-22
DETROIT Jan. 29 - Feb. 8
LANSING Jan. 29 - Feb. 8
LOS ANGELES Jan. 29 - Feb. 21
PHILADELPHIA Jan. 29 - Feb. 22
PITTSBURGH Jan. 29 - Feb. 22
PORTLAND Jan. 29 - Feb. 22

High Technology Exhibit Van

JACKSONVILLE Feb. 1-13, 20-28

MARCH

Cinema Vans

BRUNSWICK Feb. 26 - Mar. 22
COLUMBIA Feb. 26 - Mar. 22
DES MOINES Mar. 11-22
LOUISVILLE Feb. 26 - Mar. 22
MILWAUKEE Feb. 26 - Mar. 8
MINNEAPOLIS Mar. 11-22
NEW ORLEANS Feb. 26 - Mar. 22
OKLAHOMA CITY Feb. 26 - Mar. 22
OMAHA Feb. 26 - Mar. 8
PORTLAND Feb. 26 - Mar. 22
SANTA ANA Feb. 26 - Mar. 25

Cinema Pods

ALBANY Feb. 26 - Mar. 8
CHARLOTTE Feb. 26 - Mar. 22
CINCINNATI Mar. 11-22
CLEVELAND Feb. 26 - Mar. 8
COLUMBUS Feb. 26 - Mar. 22
KANSAS CITY Feb. 27 - Mar. 22
LITTLE ROCK Feb. 26 - Mar. 21
NEW YORK CITY Feb. 26 - Mar. 8
NEWBURGH Mar. 11-22
PEORIA Mar. 11-22
SAN FRANCISCO Feb. 26 - Mar. 22
SYRACUSE Mar. 11-22

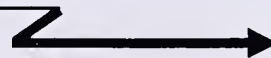
High Technology Exhibit Van

SAN ANTONIO Mar. 1-21

Answers to January's Test

1. A. USAREC Pam 350-7, para 3-1
2. B. USAREC Pam 350-7, para 3-2a
- 3: B. USAREC Pam 350-7, para 5-1
4. C. USAREC Pam 350-7, para 5-2
5. E. USAREC Pam 350-7, para 5-3g
6. D. USAREC Reg 350-6, para 6-2a(1)
7. B. USAREC Reg 350-6, para 6-2a(4)
8. C. USAREC Reg 350-6, para 3-11a
9. A. USAREC Reg 350-6, para 3-10b
10. A. USAREC Reg 350-6, para 3-12b(4)
11. D. USAREC Reg 350-6, para 2-4a
12. B. USAREC Reg 350-6, figure 1-1
13. A. USAREC Pam 350-7, para 5-3d
14. A. USAREC Reg 350-6, para 6-2a(7)
15. C. USAREC Reg 350-6, para 3-9b(1)

Hotlines



Refer callers with questions about Army soldiers in Operation Desert Storm to the community and family support people at:

1-800-542-9254 or (703) 325-8310

DA has provided a new number to give the public for general information about soldiers in Operation Desert Storm:

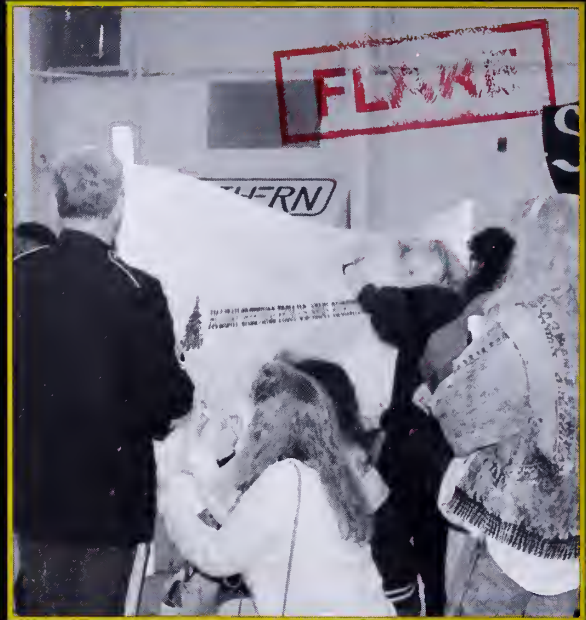
1-800-626-1440

Callers with questions about their IRR status or orders should be referred to ARPERCEN, St. Louis:

1-800-874-8451

Matters of Integrity

A suspected recruiting impropriety is a questionable situation in which an RI is possible based on circumstantial or documentary evidence. In this particular case, you have documentary evidence that a prior service individual was shipped as NPS. It is possible that an RI occurred; therefore, you must report the situation to your XO so that an inquiry can be initiated in accordance with USAREC Regulation 601-45, paragraph 3-2a(2).



Louisville Recruiting Battalion recently hosted a Holiday Greeting Card Signing Ceremony for Operation Desert Shield soldiers. The event was held at Southern High School in Louisville, Ky. See story on page 25. (Photos by Kathleen Neary)

